INTEGER Transformational Gender Action Plan

N°	Key Theme	Working Group	Objective	Action	Justification	Local Level	Institutional Level	Governance Level	Departments and services concerned	Planning (Implementation timing / frequency)	Indicators of success	Budget
1	Engagement of Decision Makers	Gender-sensitive communication	Affirmation of political will									
2	Engagement of Decision Makers	Prevention and fight against sexual harassment	Affirmation of political will									
3	Engagement of Decision Makers	Gender-sensitive communication	Affirmation of political will									
4	Engagement of Decision Makers	Gender-sensitive communication	Affirmation of political will									
5	Engagement of Decision Makers	Trainings	Awareness raising and capacity-building trainings for decision-makers, evaluation committees and social partners on gender equality, unconscious bias and addressing sexual harassment									
6	Engagement of Decision Makers	Trainings	Awareness raising and capacity-building trainings for decision-makers, evaluation committees and social partners on gender equality, unconscious bias and addressing sexual harassment									
7	Engagement of Decision Makers	Trainings/ STRIDE-like Committee	Awareness raising and capacity-building trainings for decision-makers, evaluation committees and social partners on gender equality, unconscious bias and addressing sexual harassment									
8	Engagement of Decision Makers	Trainings/ STRIDE-like Committee	Awareness raising and capacity-building trainings for decision-makers, evaluation committees and social partners on gender equality, unconscious bias and addressing sexual harassment									
9	Engagement of Decision Makers	Trainings	Awareness raising and capacity-building trainings for decision-makers, evaluation committees and social partners on gender equality, unconscious bias and addressing sexual harassment									
10	Engagement of Decision Makers	Prevention and fight against sexual harassment	Awareness raising and capacity-building trainings for decision-makers, evaluation committees and social partners on gender equality, unconscious bias and addressing sexual harassment									
11	Organisational structure	Indicators	Ensure the regular dissemination of the state of play, and of sponsored studies, on gender equality									
12	Organisational structure	Indicators	Ensure the regular dissemination of the state of play, and of sponsored studies, on gender equality									
13	Organisational structure	MPDF level	Ensure the regular dissemination of the state of play, and of sponsored studies, on gender equality									
14	Organisational structure	Gender balance in decision-making committees/ STRIDE-like Committee	Ensure gender balance in recruitment, evaluation and social dialogue committees									
15	Organisational structure	Gender balance in decision-making committees	Ensure gender balance in recruitment, evaluation and social dialogue committees									
16	Organisational structure	MPDF level	Ensure gender balance in recruitment, evaluation and social dialogue committees									
17	Organisational structure	STRIDE-like Committee	Ensure gender balance in recruitment, evaluation and social dialogue committees									
18	Organisational structure	Gender balance in decision-making committees	Ensure gender balance in recruitment, evaluation and social dialogue committees									
19	Organisational structure	Laboratory environment	Avoid that maternity, parental, adoption leaves hinder careers									
20	Organisational structure	Laboratory environment	Avoid that maternity, parental, adoption leaves hinder careers									
21	Organisational structure	Laboratory environment/ STRIDE-like	Avoid that maternity, parental, adoption leaves hinder careers									
22	Organisational structure	Awards, wages and bonuses/ STRIDE-like	Improve the gender balance in awards, distinctions and nominations; Reduce pay gaps									
23	Organisational structure	Awards, wages and bonuses	Improve the gender balance in awards, distinctions and nominations; Reduce pay gaps									
24	Organisational structure	Awards, wages and bonuses	Improve the gender balance in awards, distinctions and nominations; Reduce pay gaps									
25	Organisational structure	Awards, wages and bonuses/ STRIDE-like	Improve the gender balance in awards, distinctions and nominations; Reduce pay gaps									
26	Organisational structure	Awards, wages and bonuses	Improve the gender balance in awards, distinctions and nominations; Reduce pay gaps									
27	Organisational structure	Work organisation	Address work organisation in order to improve working conditions									
28	Organisational structure	Work-life balance	Address work organisation in order to improve working conditions									

N°	Key Theme	Working Group	Objective	Action	Justification	Local Level	Institutional Level	Governance Level	Departments and services concerned	Planning (Implementation timing / frequency)	Indicators of success	Budget
29	Organisational structure	Prevention and fight against sexual harassment	Address work organisation in order to improve working conditions									
30	Organisational structure	Laboratory environment	Address work organisation in order to improve working conditions									
31	Career Progression	Gender-sensitive communication	Increase the percentage of women recruited at CNRS									
32	Career Progression	Gender-sensitive communication	Increase the percentage of women recruited at CNRS									
33	Career Progression	Recruitment	Increase the percentage of women recruited at CNRS									
34	Career Progression	Recruitment/ STRIDE-like Committee	Increase the percentage of women recruited at CNRS									
35	Career Progression	Recruitment	Increase the percentage of women recruited at CNRS									
36	Career Progression	Recruitment	Increase the percentage of women recruited at CNRS									
37	Career Progression	Promotion and support/ STRIDE-like Committee	Develop motivation and support actions									
38	Career Progression	Gender-sensitive communication	Develop motivation and support actions									
39	Career Progression	Promotion and support	Develop motivation and support actions									
40	Career Progression	Laboratory environment	Develop motivation and support actions									
41	Career Progression	Laboratory environment	Develop motivation and support actions									
42	Career Progression	Promotion and support	Raising the profiles of women researchers									
43	Career Progression	Promotion and support	Raising the profiles of women researchers									
44	Career Progression	Promotion and support/ STRIDE-like Committee	Raising the profiles of women researchers									
45	Career Progression	Promotion and support	Take action at promotion level to improve gender equality									
46	Career Progression	Promotion and support STRIDE-like Committee	Take action at promotion level to improve gender equality									
47	Career Progression	Promotion and support STRIDE-like Committee	Take action at promotion level to improve gender equality									
48	Work-Life Balance	Work-life balance	Address geographical mobility									
49	Work-Life Balance	STRIDE-like Committee	Address geographical mobility									
50	Work-Life Balance	Work-life balance	Develop child and dependent-care support options									
51	Work-Life Balance	Work-life balance	Develop child and dependent-care support options									
52	Work-Life Balance	Work-life balance	Housing support									
53	Work-Life Balance	Work-life balance	Stop the long-hours culture									
54	Cross-cutting	MPDF level	Networking and mutual opening									
55	Cross-cutting	MPDF level	Networking and mutual opening									
56	Cross-cutting	MPDF level	Networking and mutual opening									